

Dr. Meera Shanker  
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Tel: 011-91-9867755971

## **Dr. MEERA SHANKER**

J.D. Bajaj Institute of Management Studies

**S.N.D.T. Women's University**

Mumbai-400 049, India

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Tel: 011-91-22-266-14341

Tel: 011-91-22-266-06626

Mob: 011-91-9867755971

Director, JDBIMS

Professor ,(OB & HR)

JDBIMS, S.N.D.T. Women's University. Mumbai, India. 400049.

**Education:** Ph.D. from Indian Institute of Technology, Kanpur, India  
1993.

**Ph. D. Topic:** *Managing Superior-subordinate conflict: Strategies and some Correlates.* (All four reports were excellent A+)

### **Experience: 1999- Present:**

- Director in Charge, JDBIMS, SNDT Women's University, Mumbai.
- Head of the Dept of Education Management since 2006, SNDTWU.
- Appointed as a Professor in 2012, SNDTWU
- Appointed as an Associate Professor in 2007, SNDTWU.
- Appointed as an Assistant professor in 1999, SNDTWU.

### **Subjects Taught in PGDEM, MEM, MMS, MEB, and MPMIR: (Broad area)**

- Organizational Behavior
- Organizational Development
- Behavioral Dynamics in organization
- Quantitative Techniques in HRM
- Research methodology
- Principles of Management Studies

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### **Other teaching Experiences:**

- Guest faculty at school of management IIT Mumbai
- Guest faculty at school of management NITIE, Mumbai
- Taught tutorial classes for B.Tech. Students in Indian Institute of Technology, India. (1987 to 1991).
- Taught in University of Kanpur, India (1991 to 1992).
- Worked in Oriental Insurances Company, as a trainer to train Branch Managers and higher level of the employees. Worked as a counselor. (1997-1998)
- Worked as a visiting faculty in Allana Institute of Management Studies. **Mumbai. 2003.**
- Invited as Guest Faculty in Udaybhansinhji Regional Institute of Co-Op. Management (National Council for Co-Op. Training, New Delhi), Gandhinagar Gujarat. (2008).

### **Expertise in Counseling Technique:**

- Certified EMDR trainer
- Certified Rational Emotive Behavior Therapy (REBT) counselor, introduced by Albert Ellis.
- Certified Nuero Linguistic Programming (NLP), Trainer co- created by Dr. Richard Bandler ,
- Certified Grid Consultant

### **Research Guide (Awarded)**

- **A Thesis Titled -Study** of Emotional Intelligence of Leaders in relation with Employee Engagement to Determine Organizational Commitment, Successfully awarded for Ph.D. under the guidance of Dr. Meera Shanker.
- **A Thesis Titled -Recruitment and Retention** practices of commercial pilots in Indian Aviation Industry, successfully awarded for Ph.D. under the guidance of Dr. Meera Shanker.
- **A Thesis Titled** “An Empirical Study of Relationship between Organizational Citizenship Behavior and Employee Engagement: Factors and Correlates”.

### **Research Guide (Working On) -**

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- "A Study of the Relationship between Organizational Culture and Employee Commitment: A Cross Sectoral Analysis".
- Work-life balance among senior women managers
- Problem and issues related to millennials generation

**Research Papers with more than 100 citations (Taken from Google Site):**

- **Research papers are listed in JSTOR, EBSCO, more than 150 citations of research work of Prof. Shanker were cited by the researchers at International and national level .**
- **Shanker Meera (2018).** "Organizational citizenship behavior in relation to employees' intention to stay in Indian Organizations," Business Process Management Journal. Emerald publications
- **Shanker Meera (2018).** "Assessing Job Stress: Development of an Inventory and relationship with managers' intention to stay", Journal of Organization and Human Behavior. (Accepted).
- **Shanker Meera (2016)** .To Study the Relationship of Organizational Citizenship behavior with Organizational Commitment in Indian Workforce. in JPR
- **Shanker, M. and Sayeed OB (2015).** How Organizational Commitment is influenced: Some linkages with Emotional Intelligence. *Indian Journal of Industrial Relations. Vol. 51, no.1 October*
- **Shanker Meera ( 2015).** Organizational climate an antecedent to organizational Commitment: An Empirical Study. *aWESHkar, Vol. XIX, Issue 1, March . 2015.*
- **Shanker Meera (2015).** Assessing Organizational Citizenship Behavior and its Relationship with Employees Engagement in Indian Organizations. IRC's International Journal of Multidisciplinary Research and Social and Management Sciences , Vol. 3, Issue 1 , ISSN: 3220-8236.
- Tambe Sukhda & **Shanker Meera (2015).** A study of organizational Citizenship Behaviour and job Stress in a manufacturing company in Mumbai, GE- International Journal of Management research , Vol.3 Issue 4, IF-4.316, ISSN: (2321-1709).
- **Shanker, M. (2014).** Organizational citizenship behavior dimensions in Indian companies. International Journal of Research and Scientific Innovation, Vol 1. Issue 7 , E Journal . ISSN 2321-2705.

- **Shanker, M.** (2014). Emotional intelligence and organizational commitment in relation to intention to stay. Proceedings of the 30th International Congress of Psychology, Psychology Serving Humanity , *Vol.1 , Majority world psychology* (pp. 186-202) Psychology Press is an imprint of the Taylor & Francis Group
- **Shanker , M.** ( 2014). Organizational culture an antecedent for employees' Job Satisfaction, *BMA Review, Bombay Management Association*. E-Journal.
- **Shanker ,Meera** (2014). A study on organizational climate in relation to employees' intention to stay *Journal of Psychosocial Research*, Vol. 9, No. 2, 381-389
- **Shanker Meera** ( 2013). Organizational Commitment and Employees' Intention to Stay in Indian Companies: factor Analytical Approach. *Journal of Psychosocial Research* Vol. 8, No. 2 . (Listed in EBSCO)
- **Shanker Meera** (2013) .Assessing conflict management styles of managers' in relation to professional development :subordinates' perspective . *Management Prudence* ,Vol.5, issue 1.
- Mudholkar , P.K. **Shanker, M.& Maitra, S.** ( 2013). Protecting E-Business by implementing Business Continuity and Disaster Recovery Planning in the Banking Industry. *International Journal of Innovations in Engineering and Technology*, Vol. 2 Issue 1, ISSN: 2319 – 1058.
- **Shanker Meera** and Sayeed O.B. (2012). Role of Transformational Leaders as Change Agents: Leveraging Effects on Organizational Climate. *Indian Journal of Industrial Relations*. Vol. 47, No. 3. (cited by four researchers listed in I – scholar ).
- **Shanker Meera** (2012). Organizational Citizenship Behaviour: Leveraging Effects on Transformational Leaders' Emotional Intelligence. *Aweshkar, research Journal*, Vol. xiii, issue 1 ( Listed in ebsco , <http://connection.ebscohost.com/>)
- **Shanker Meera** (2012). Influence of Emotional Intelligence on Conflict Handling Styles of Leaders in Organization. *Sydenham Management Review*, Vol. 1, Issue, 2
- **Shanker Meera** (2012). Need for Transformational and emotionally intelligent Leaders in Indian School and Colleges, *Anveshika*, Vol.9,no. 1

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- **Shanker Meera (2012)**. Persuade of Organizational and Personal Bases of Power on Conflict handling Strategies of Managers. *Manpower Journal*. Vol 2 , No. 1
- **Shanker, Meera (2012)**. Employee Engagement and Organizational Citizenship Behavior: Today's Corporate Need. *BMA Review, Bombay Management Association*. E-Journal , Vol. 1, no.1
- Madhukar P. and **Shanker M. (2011)**. **E-Business: Risk and Responses in the Banking Industry in India**. Contemporary Issues in Business Management, Sai Jyoti Publication, Nagpur. CP
- Madhukar P. and **Shanker M. (2011)**, **E-Business Security issues for Banking Sector in a Virtual Hosting Environment**. Contemporary Issues in Business Management, Sai Jyoti Publication, Nagpur
- **Shanker Meera, ( 2010)**. The effect of Organizational Culture and Leadership Style on Organizational Commitment: An Overview. IES International HR Conference, Dynamics of Change –Micro and Macro Perspective. *Excel India Publishers*, ISBN: 978-93-80043-71-5. CP
- Khanolkar R. and **Shanker M, (2010)**.Expatriate Failure: Cross Cultural Issues and Emotional Intelligence, Dynamics of Change –Micro and Macro Perspective. *Excel India Publishers*, ISBN: 978-93-80043-71 CP
- Khanolkar R. and **Shanker M (2010)**. Perceived Organizational Climate And its Effect On Sales Person's Organizational Commitment. A Compendium of HR Research papers 'SIES Publishers, ISBN: 978-81-907787-4-9. CP
- **Shanker Meera** and Sayeed O.B. (2009). Emotionally intelligent managers and Their Transformational Leadership Styles: Some Empirical Relationship. *Indian Journal of Industrial Relations*. Vol.44, No.4.
- **Shanker Meera** and Sayeed OB (2006), Assessing Emotional Intelligent managers: Development of an Inventory and Relationship with Managers' Professional Development. *Indian Journal of Industrial Relations*, Vol. 42, No. 2. ( this research paper is listed in **JSTOR**, which is an achievement for researcher )
- Developed a Scale to measure Emotional Scale in 2008-09. It is used by many researchers in India as well as in abroad.

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- **Shanker Meera** (2009). Effect of Organizational Downsizing and Restructuring of Employees Well Being, *JDBIMS Management Review*, Vol. 1, issue 1.
- Khanolkar R. and **Shanker M.** (2009). Effect Of Employee Engagement in Relation with Organizational Commitment In Indian Pharmaceutical Industry: An Empirical Study. *Review of Business and Technology Research*, Vo.2,no.1
- **Shanker Meera** (2003). Managing your Anger Effectively –Change your life. *BMA Review, Bombay Management Association*. Vol 14, No.4
- **Shanker Meera** (1997). Conflict Management by the Leader: At work. *Grammonmukh*,
- **Shanker Meera** (1996). Job Satisfaction of Men and Women in India: A Psychological study. *Grammonmukh* .

### **Invited Speaker and Paper Presented at International & National**

#### **Invited Speaker**

- **Shanker Meera (2015)**. Importance of Emotional well being of Government Servants for effective service delivery, in International conference of the Asia Association of Indigenous and Cultural Psychology , held at Universitas PadjadjaranBandung, Indonesia . (24- 26 August, 2015).
- 
- **Shanker Meera (2012)**. “Impact of Emotional intelligence and organizational commitment In relation to turnover intention”, held at the **Cape Town International Convention Centre, South Africa**. (22-27 July, 2012).

#### **Paper Presented –**

- **Shanker Meera (2018)**. Recruitment Process and its impact on retention of commercial pilots in Indian Aviation Industry, at 10<sup>th</sup> Canadian Quality Congress, will be held at University of British Columbia, Vancouver, Canada, 24<sup>th</sup>-25<sup>th</sup> Sept. 2018.
- **Shanker Meera (2018)**, Influence of Organizational Culture in Relation to Organizational Citizenship Behavior in India, at 12<sup>th</sup> Colloquium - Organizational Change and Development, held at Wroclaw, Poland, 7<sup>th</sup> -8<sup>th</sup> September, 2018.

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- **Shanker Meera (2018)**, "Job Stress in relation with managers' intention to stay and job satisfaction", Accepted to be presented in Symposium at National Academy of Psychology, Delhi, India 19<sup>th</sup> -21<sup>st</sup> Dec, 2018.
- **Shanker Meera (2017)** - A study on influence of Organizational citizenship behavior in relation to employees' intention to stay, at 9<sup>th</sup> Canadian Quality Congress , held at University of Toronto, Canada, 6<sup>th</sup>- 9<sup>th</sup> Sept. 2017.
- **Shanker Meera (2017)**. Work –life balance among women employees: Impact on children's psychosocial well being. Presented in Symposium at National Academy of Psychology, IIT, kharagpur , West Bengal ,India ( 22<sup>nd</sup> Dec-24<sup>th</sup> Dec. 2017).
- **Shanker Meera (2016)**. Assessing Job Stress: Development of an inventory and relationship with managers' intentions to stay and job satisfaction at 31<sup>st</sup> International Congress of Psychology Held at Pacifica, Yokohama, Japan, 24<sup>th</sup> - 29 July 2016.
- **Shanker Meera (2016)**. To Study the Relationship of Organizational Citizenship behavior with Organizational Commitment in Indian Workforce, 25<sup>th</sup> Silver Jubilee Convention , National Academy of Psychology , Allahabad ,India ( 2-5<sup>th</sup> Feb, 2016).
- **Shanker Meera (2015)**. Importance of Emotional well being of Government Servants for effective service delivery, in International conference of the Asia Association of Indigenous and Cultural Psychology , held at Universitas Padjadjaran Bandung, Indonesia . (24- 26 August, 2015).
- **Shanker Meera (2014)**. Organizational Citizenship Behavior Dimensions in Indian Companies, in International conference of multidisciplinary Research and Practice. Held on 30<sup>th</sup> Nov. organized by Ahmadabad Management Association.
- **Shanker Meera (2014)**. "Organizational Citizenship behavior in relation with employee Engagement", in 9<sup>th</sup> Colloquium on Organizational Change & Management "**The Future of Change Management**" organized by European Institute for Advanced Studies in Management , held at **Essen, Germany ( 12-13, 2014 September.**
- **Shanker Meera (2013)**. "Assessing Conflict Management Styles of Managers' in Relation to Profession Development: Subordinates' Perspectives", in 8<sup>th</sup> Colloquium on Organizational Change and Development, "**Inspiration Desperately Needed! Tackling the Hidden Assumptions of a Change**"

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organized by European Institute for Advanced Studies in Management, Held at **GHENT, Belgium.** (12-13, September.)

- **Shanker Meera (2013).** “Organizational climate as an antecedent for organizational commitment”, XXIIIrd Annual Convention of NAOP, Rourkela, Odisha, India. (13-15 December).
- **Shanker Meera (2013).** “Emotional intelligence and stress management”, 2<sup>nd</sup> International Conference by the BPA, (1-3 December).
- **Shanker Meera (2012).** “Impact of Emotional intelligence and organizational commitment In relation to turnover intention”, held at the **Cape Town International Convention Centre, South Africa.** (22-27 July, 2012).
- Invited Presenter in 30<sup>th</sup> International Congress of Psychology held at the **Cape Town International Convention Centre, South Africa.** (22-27 July, 2012).
- **Shanker Meera, ( 2011) .** An exploratory study of Mentoring in B –School” at International conference, BHAVISHYA 2011, conducted by Thakur College of science and commerce, Mumbai, India.
- **Shanker Meera (2011)** presented paper titled “Influence of leaders’ Emotional Intelligence On Developing Organizational Citizenship Behavior of Employees” at XXI Annual Convention of NAOP and International Conference, at IRMA, Gujarat, India.
- **Shanker Meera ( 2011) ,**“ Advanced Research Training on Structural Equation Modeling” , attende workshop ,organized at IRMA, Gujarat, India
- **Shanker Meera ( 2011, “** E –Business : Risk and Responses in Banking Industry in India ” at National Conference on Contemporary Issues in Business management organized by Dept. of Mgmt. studies & research TC SW, Nagpur.
- **Shanker Meera ( 2011), “** E –Business Security Issues for Banking sector in a Virtual Hosting Environment ” at National Conference on Contemporary Issues in Business management organized by Dept. of Mgmt. studies & research TC SW, Nagpur.
- **Shanker Meera, (2011) Review the Book Titled “Koontz: Essential of Management” published by Tata McGraw Hill Private Limited.** Written notes for Distance Learning Program, SNDT Women’s University, Mumbai.



- **Shanker Meera** (2010), Role of Transformational Leaders as Change Agents: Leveraging Effects on Organizational Climate. 5<sup>th</sup> workshop on organizational change and development: core competencies in a changing world. Held at **WU Vienna University of Economics and Business, Vienna, Austria,**
- **Shanker Meera** (2010) The Effect of Organizational Culture and Leadership Style on Organizational Commitment: An Overview, presented in an International Conference held at IES, India
- **Shanker Meera** (2010), "Indian Ethos for Management". International conference held at HK Institute of Management.
- Chaired the technical session on the Subtheme: Organizational Development in an International Conference organized by IES Management College & Research Centre.
- **Shanker Meera ( 2010)** Presented Paper titled " Impact of Organizational Climate and Organizational Commitment" at **International Conference AEDGE**
- Khandolkar Rupali S and **Shanker Meera** (2010), Expatriate Failure: Cross Cultural Issues and Emotional Intelligence, presented in International HR conference, IES, India.
- **Shanker Meera** and Rupali Khandolkar (2009), Effect of Employee Engagement in Relation With Organizational Commitment in Indian Pharmaceutical Industry: An Empirical Study. **Presented international conference on Global issues in Business & Technology, Indore, India**
- **Shanker Meera** And Rupali Khandolkar (2009), Perceived Organizational Climate and its effect on Salesperson Organizational Commitment presented in **SIES, India**
- **Shanker Meera** (2008). "The influence of Organizational and Personal power on Conflict Handling Strategies". **XVIII Annual Conference of National Academy of Psychology**, held at IIT ,Guwahati, India .
- **Shanker Meera** (2009). "A critical evaluation of dimensions of personal characteristics and managerial effectiveness in organization" at **International conference**; global: strategies: capitalistic or socialistic and case studies , held at HK Institute of management studies and research.

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- **Shanker Meera** (2009) chaired session in the International conference held by HK Institute of management studies and research.
- **Shanker Meera (2008)** "Effect of basis of Power in Conflict Management Situation "XVIII Annual Conference of National Academy of psychology, Guwahati, India (2008).
- **Shanker Meera** (2007), Presented paper titled Need and Importance of Emotional Intelligence among working women" at XXXI Indian Social Science Congress.

#### **Guided Research Project**

- Guided more than **200 Post Graduate students (MMS, MPMIR, MEM, and PGDEM)** in their yearlong research project.
- **Shankar Meera** (2013). Organizational Behavior. Mumbai: International Book Publication. **ISBN: 978-93-81335-34-5**
- **Shanker Meera ( 2011)-** A Study material was prepared for the **Distance Learning Program, SNDT Women's University for MMS** students.

#### **Workshop organized, conducted and attended**

- Invited Key Note Speaker in colloquium titled "Theoretical Contribution and Empirical Inquiry in Management Research", dated on 23<sup>rd</sup> February, **2018, at VESIM, Mumbai.**
- Participated in "Academic Leadership Workshop: Changing Paradigms ", organized by CII, dated on 22<sup>nd</sup> -23<sup>rd</sup> Jan 2018 in Mumbai.
- Participated in workshop titled "Policy for Restructuring Employment Exchanges in Maharashtra", organized by Government of Maharashtra & UNDP, dated on 24-25<sup>th</sup> June 2018.
- "Integrated Education and Managerial Skills" at SNDT Women's University from 24<sup>th</sup> May-29<sup>th</sup> May 2012.
- Invited for guest lecture on Topic "Rational emotive Behavior Therapy and Play Therapy" at Dept of PGSR in Home Science, SNDT Women's University.
- Conducted workshop on "Conflict Management "at Premila Vithaldas Polytechnic, SNDT Women's University (2007).

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- Conducted workshop on "Motivation at work" at The Global Inst. For Financial & Education Services (India) Private Ltd. (A wholly Owned Subsidiary of the Global Institute –USA). (2006)
- Conducted Workshop on "stress management "for special educator, organized by National institute for the mentally handicapped, Regional Center, Navi Mumbai, Govt. Of India ( 2008) .
- Conducted Workshop on "Transactional Analysis" for special educator, organized by National institute for the mentally handicapped, Regional Center, Navi Mumbai, Govt. Of India ( 2008)
- Coordinated workshop conducted on "Creativity" , Organized ny JDBIMS, SNDT Women's University, Mumbai ( 2005)
- Workshop Conducted On "Transactional analysis" at JDBIMS , SNDT Women's University (2005)
- Workshop conducted on "Time Management & confidence Building " in Premila Vithaldas Polytechnic, SNDT Women's University. (2004).
- Workshop conducted on "Attitude Development " in Premila Vithaldas Polytechnic, SNDT Women's University. (2004).
- Conducted workshop on "Transactional analysis" Teachrs in Navodaya Vidyalaya, Indore, 2002.
- Organized Workshop on "Negotiation Skills" at JDBIMS, SNDT Women's University 2004.
- Conducted workshop on Emotional Intelligence and management of Stress in "In –house Training Program on " NLP for Women Employees" Officers and Staff of Mazgaon Dock Limited . ( 2007).
- Participated in Tutor Training Workshop organized by Commonwealth Youth Program, Asia Center, Chandigarh, in collaboration with SNDT Women's University, Mumbai
- Attended Seminar on " Acquiring Mentorship Skills" Organized by the Institute of Management Consultants of India, 2005.
- Completed Primary certificate course in Rational Emotive Behavior Therapy. (2006).
- Participated in Southeast Asia Regional Conference on Scientific and Applied Psychology in '2001
- Attended workshop for faculty development organized by Campus Diversity Initiative, 2000.
- Attended UGC sponsored "National Seminar on Entrepreneurship and Venture Creation for Women" Organized by PGSR in Home Science, 2007.
- Participated in Office Works Grid Seminar, organized by Grid International , Inc.

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- 2004.
- Completed Beginners and advance course of intel Teach to future Program, 2000.
  - Attended Workshop on "Developing Consulting Skills" organized by The Institute of Management Consultants Of India, Mumbai, 2004.
  - Completed "Refresher Course" from UGC Academic Staff College , University of Mumbai, Organized by SIWS , from 2/1/2006 to 21/1/2006 ( 2006)
  - Completed Orientation Course from University Grants Commission Academic Staff College, University of Mumbai.
  - Completed orientation course organized by AICTE on Quality Improvement Program for faculties. In 2001.

#### **Administrative Responsibilities-**

- Working as **Head** of the Department of the Education Management since may 2006.
- **Chairperson-** Ad-Hoc Board of Studies in education Management under the Faculty of Management Studies.
- **Member** - Academic Council, SNDT Women's University
- **Member** – Local Inquiry Committee , SNDT Women's University
- Appointed as a paper setter and examiner for Company Secretaries Examination by the Institute Company Secretaries of India ,Delhi
- Appointed by AICTE as a member of Scrutiny Committee to evaluate the Proposal submitted by various management institutes.
- Appointed by DTE, Government of Maharashtra to evaluate the infrastructure and other related parameters of the management institutes
- Appointed by University of Mumbai as Subject Expert for the selection of Director in the institute of Mgmt & Computer Studies.
- Appointed by University of Mumbai as Subject Expert for the selection of Associate and Assistant Professor in Thakur institute of Mgmt Studies & Research center.
- Appointed by AICTE as an Expert Committee members .
- Examination superintendent and coordinator, Dept of Education Management, for post graduate diploma in education management & Masters in Education Management.
- Paper setter for Msc Home Science, Resource Management etc.
- Paper setter, examiner for PGDEM and MEM.
- Appointed As an external Referee for M.H.Sc.
- Appointed as an external examiner to evaluate Ph.D thesis, by Padamashree Dr. D.Y. Patil University.

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- Appointed as an expert member of Screening Committee, By SNDT Women's University
- Appointed as Nominee of Hon. Vice Chancellor on the Selection Committee for making recommendation for Assistant Professor at JBSP S, Panvel, Mumbai .
- Appointed as a Member of selection Committee by SNDT Women's University.
- Appointment as a member of Local Inquiry Committee , constituted by Hon. Vice Chancellor , SNDT Women's University, Mumbai.
- .Appointed as a member of a committee to look for a proper utilization of infrastructure, SNDT Women's University.
- Appointed as a member of scrutiny committee to scrutinize the various proposal.
- Appointed as the member of Organizing Committee for SAUFEST'07 by Madam Vice Chancellor, SNDT Women's University (2007).
- Appointed by the DTE, Govt. Of Maharashtra, as an Expert to evaluate various management institutes. Since 2003 till date.
- Appointed as Panel Member on Committee to formulate Syllabus for Master's Course in Faculty Resource Management, for Human Resource Planning and Organizational Behavior. (2003).
- Appointed as a Member of Organizing Committee in SAUFEST, 2007
- Appointed as a Co- Chairperson (In Management Research Science Committee), in the XXXI Social Science Congress, 2007.
- Appointed by the University as a member of Local Inquiry Committee to evaluate for the continuation of affiliation for Ph.D. in Management Studies Course. (2008-09).

### **Other important Academic Activities**

- Started new course - Master's Program in Education Management, Masters in Education Management.
- Revised syllabus of Post Graduate Diploma in Education management and master's in Education Management to be fit into semester pattern. Designed an Aptitude Test for selection of MPMIR ( Masters of Personnel Management and Industrial relations)
- Prepared Syllabus Of MPMIR

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- Prepared Syllabus for Education Management

**Area of Interest Area of interest & Expertise:**

- (a) Leadership
- (b) Change Management
- (c) Emotional Intelligence
- (d) Conflict Management
- (e) Stress Management
- (f) Motivation
- (g) Organizational culture
- (h) Organizational Citizenship Behavior

**Membership:**

- American Psychological Association (APA)
- Bombay Management Association (BMA)
- Bombay Psychological Association (BPA)
- National Academy of Psychology (NAOP)
- Indian Society for Training and Development (ISTD)

**Countries Visited:** France, Austria, Hungary, Germany, Belgium, Romania, Italy, Canada, England, and Holland, Poland Turkey, Middle East and Asia Pacific, South Africa

**Hobbies:** Reading, writing, Listening Indian Classical Music, to visit various countries; explore their cultural and Psychological behavior. Want to contribute in nation building process.